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November 11, 2026

To Whom It May Concern:

Company Name: MEC COMPANY LTD.
Representative: Kazuo MAEDA, CEO & President
(Securities Code: 4971 TSE Prime Market)
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Disposal of Treasury Stock Due to Continuation of Share Compensation Plan

The Company hereby announces that, at a meeting of its Board of Directors held today, it resolved to dispose of treasury stock as share compensation (hereinafter referred to as "the disposition of treasury stock"). The details are as follows.

Details

1. Outline of the disposition

(1)	Date of disposition	November 27, 2026
(2)	Class and number of shares to be disposed of	14,200 shares of the Company's common stock (including 10,700 shares for member of the board of directors and 3,500 shares for executive officers)
(3)	Selling price	5,410 yen per share
(4)	Total value of shares to be disposed of	76,822,000 yen (including 57,887,000 yen for member of the board of directors and 18,935,000 yen for executive officers)
(5)	Allottee	Sumitomo Mitsui Trust Bank, Limited (trust account) (Re-trustee: Custody Bank of Japan, Ltd. (trust account))
(6)	Other	The Company has filed a Securities Notice concerning the disposition of treasury stock pursuant to the Financial Instruments and Exchange Act.

2. Purpose of and reason for the disposition

The Company has introduced a share compensation plan for its directors (excluding directors who are Audit and Supervisory Committee Members and outside directors; the same applies hereinafter; the plan is hereinafter referred to as "the share compensation plan for directors"; and the trust established for the plan is hereinafter referred to as "the share issuance trust for directors"), as well as a share compensation plan for its executive officers (excluding those who also serve as directors; the same applies hereinafter; the plan is hereinafter referred to as "the share compensation plan for executive officers," and the two plans are hereinafter collectively referred to as "the plans"; and the trust established for the share compensation plan for executive officers is hereinafter referred to as "the share issuance trust for executive officers," and the two trusts are hereinafter collectively referred to as "the trusts"). The disposition of treasury stock will be made to Sumitomo

Mitsui Trust Bank, Limited (trust account) [re-trustee: Custody Bank of Japan, Ltd. (trust account)], which is the trustee of the trusts.

Refer to “Determination of Details of the Performance-linked stock-based Compensation Plan for the Directors of the Company” and “Details of introducing share issuance trust for Executive Officers” dated July 29, 2016, as well as “Notice regarding the introduction of a fixed stock compensation scheme for the Directors” dated February 20, 2020, for an outline of the plans.

In accordance with the share issuance rules established by the Company for the operation of the plans, the number of shares to be disposed of corresponds to the number of shares expected to be delivered to directors and executive officers, taking into account the changes in the position and composition of directors during the extended trust period in the case of the share compensation plan for directors, and the changes in the position and composition of executive officers during the extended trust period in the case of the share compensation plan for executive officers. The resulting dilution will be 0.07% of the total number of issued shares (19,571,093 shares) as of June 30, 2026, and 0.08% of the total number of voting rights (183,673 voting rights) as of the same date (both percentages rounded to two decimal places).

The Company believes that the planses will contribute to enhancing its corporate value over the medium to long term by strengthening the link between the compensation of directors and executive officers and the value of the Company's shares. Accordingly, the Company considers the number of shares to be disposed of from the disposition of treasury stock and the resulting degree of dilution to be reasonable, and believes that the impact on the secondary market will be limited.

(Reference) Outline of the trust agreement pertaining to the trusts

Name	Share issuance trust for directors	Share issuance trust for executive officers
Settlor	The Company	
Trustee	Sumitomo Mitsui Trust Bank, Limited (Re-trustee: Custody Bank of Japan, Ltd.)	
Beneficiary	Directors who meet the beneficiary requirements	Executive officers who meet the beneficiary requirements
Trust manager	A third party independent of the Company and its officers	
Exercise of voting rights	Voting rights attached to the Company’s shares that are held in the trusts will not be exercised throughout the trust period.	The trustee exercises voting rights throughout the trust period in accordance with instructions from the trust manager.
Type of trust	Trust of money (other than a money trust; trust for the benefit of third parties)	
Date of trust agreement	August 18, 2016	
Trust period (After continuation)	End of August 2028 (scheduled)	
Purpose of trust	To deliver the Company’s shares to beneficiaries in accordance with the share issuance rules	

3. Basis for calculating the selling price and relevant details

In determining the selling price, the Company took recent share price movements into account and, to avoid arbitrariness, set the price at 5,410 yen per share, equal to the closing price of the Company's shares on the Tokyo Stock Exchange on November 10, 2026 (the business day immediately preceding the date of the Board of Directors' resolution). The closing price on the business day immediately before the date of the board of directors resolution was selected because it was determined to be the market value immediately prior to the date of the board resolution and to be highly objective and reasonable as the basis for calculation.